



The Fort Leonard Wood Equal Opportunity Program News

C02 Word of the Month: **Integrity**



Volume 02-08 EO assistance line 596-0602 ~ EO assistance line 596-0602 Feb 2008

Civilian EEO information

Dear Ms. Millie,

I am currently a pregnant employee here on the installation. I've been continuously hearing negative comments about my pregnancy and my ability to be able to continue to perform the

essential functions of my job as I did prior to my pregnancy. I'm having some complications with my pregnancy and have provided a doctor's note to management stating what my limitations are. However, the work environment is becoming intolerable and hostile in nature and I feel it's because of my pregnancy. Is there anything I can do about this type harassment?

Dear Pregnant, Sincerely Not Happily Pregnant

Yes, there is something you can do. The Pregnancy Discrimination Act is an amendment to Title VII of the Civil Rights Act of 1964. Discrimination on the basis of pregnancy, childbirth, or related medical conditions constitutes unlawful sex discrimination under Title VII. Women who are pregnant or affected by related conditions must be treated in the same manner as other applicants or employees with similar abilities or limitations.

An employer may not single out pregnancy-related conditions for special procedures to determine an employee's ability to work. However, if an employer requires its employees to submit a doctor's statement concerning their inability to work before granting leave or paying sick benefits, the employer may require employees affected by pregnancy-related conditions to submit such statements.

Pregnant employees must be permitted to work as long as they are able to perform their jobs. If an employee has been absent from work as a result of a pregnancy-related

Military EO information

Greetings, we in the MANSCEN EOP would like to offer you something to consider: EO special/ethnic observances are conducted to enhance cross-cultural awareness among all Soldiers, civilian employees, and their families. These observances recognize the achievements and contributions made by members of specific racial, ethnic, or gender groups in our society. The observances should also promote understanding, teamwork, harmony, pride, and esprit among all groups, not just within the specific group being honored.

In keeping with this years theme, DoD has chosen to highlight the contributions of Dr. Carter G. Woodson. Dr. Woodson was an active promoter of black education. He founded the Association for the Study of Negro Life and History, the Journal of Negro History, the Associated Publishers, and Negro History Bulletin. In 1926, he began promoting Negro History Week during the second week

of February to celebrate the birthdays of Abraham Lincoln and Frederick Douglass. In the 1960s it became Black History Month. **Feb 2008:** Luncheon tickets can be purchased NOW for **\$10.00** Please contact your unit EOA, or SFC McIntosh @ 6-0539 **25th Feb 2008 1130-1300 @ AMCC**

March 2008: 3rd Chemical Bde, has began planning for Women's History month activities. International Working Women's power luncheon is scheduled for **5 March 1100-1300 @ AMCC**. Cost: \$7.95 tickets will be sold at the door. More details about this and other events can be obtained by calling SFC wells at 6-3497

Update: for all new arrivals to FLW combined POSH & SAPR training at Building 470, Room 2224 every FRIDAY (Next class is scheduled for 8 Feb 2008)

PVT-SSG 0800-0900